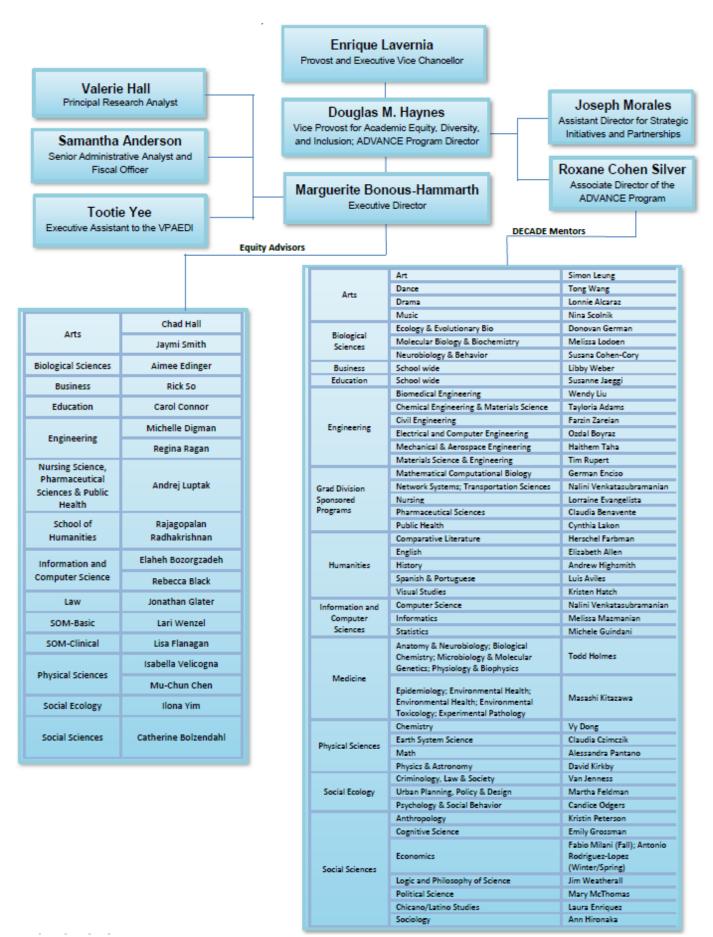


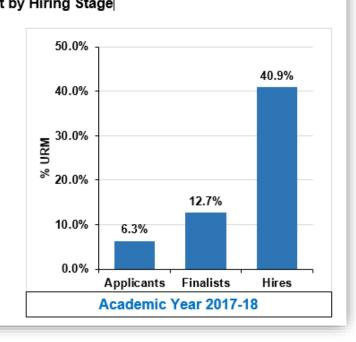
Office of Inclusive Excellence Organization Chart





Office of Inclusive Excellence Figure 1

Percentage (%) of Underrepresented Group Ladder Rank Faculty and Equivalent by Hiring Stage 50.0% 40.0% ™30.0% № 20.0% 7.7% 10.0% 7.1% 5.9% 0.0% Applicants **Finalists** Hires Academic Years 2015-16 and 2016-17





UCI Faculty/Former President's Postdoctoral Fellows

| Name | Department | Name | Department |
|---------------------------|--|----------------------------|---|
| Tayloria Adams | Chemical & Biomolecular Engineering | Sandra Irani | Information & Computer Science |
| Christine Balance | Asian American Studies | Laura Hyun Yi Kang | Gender & Sexuality Studies |
| Anita Casavantes Bradford | Chicano/Latino Studies and History | Solmaz Sajjadi Kia | Mechanical & Aerospace Engineering |
| Long Thanh Bui | International Studies | James Kyun-Jin Lee | Asian American Studies |
| Lee Cabtingan* | Criminology, Law, & Society | Jennifer Lee | Sociology |
| Jacqueline Chen | Psychological Science | Beth Lopour | Biomedical Engineering |
| Kwasi Conner | Ecology & Evolutionary Biology | Sylvia G. Nam | Anthropology |
| Alicia Cox | Comparative Literature | Kylie Peppler | Informatics |
| Roderic Crooks | Informatics | Annie Ro | Public Health |
| Sohail Daulatzai | Film & Media Studies and African American Studies | Alejandra Rodriguez-Vergo | Ecology & Evolutionary Biology |
| Rina Dechter | Information & Computer Science | Fatimah Tobing Rony | Film & Media Studies |
| Laura E. Enriquez* | Chicano/Latino Studies | Rocio Rosales* | Sociology |
| Christopher Fan* | English | Ana Rosas | Chicano/Latino Studies |
| Cynthia Feliciano | Sociology | Jared Sexton | African American Studies and Film & Media Studies |
| Angela Garcia* | Anthropology | Aomawa Shields | Physics and Astronomy |
| Donovan German | Ecology & Evolutionary Biology | Damien Sojoyner (Schnyder) | Education |
| Sora Han | Criminology, Law, & Society | Sabrina Strings* | Sociology |
| Sandra Harvey* | African American Studies | Celia Symons | Ecology & Evolutionary Biology |
| Douglas Haynes | History | Katherine Thomas-Peer | Developmental & Cell Biology |
| Constance lloh | Education | Roberto Tinoco* | Molecular Biology & Biochemistry |
| Adria Imada | History | Linda Trinh Vo* | Asian American Studies |
| | | Tiffany Willoughby-Herard | African American Studies |



| 2017-18 Appointments at UCI UC President's Postdoctoral Fellows & Faculty Mentors | | | | | |
|---|--|---|--|--|--|
| Fellow | Department and School | Faculty Mentor | | | |
| Samar Al-Bulushi | Anthropology, School of Social Sciences | Kristin Peterson | | | |
| Héctor Beltrán | Anthropology, School of Social Sciences | Leo Chavez | | | |
| Alexander Cho | Informatics, School of Humanities | Mizuko Ito | | | |
| Seyda Ipek | Physics and Astronomy, Donald Bren School of Information & Computer Sciences | Tim Tait | | | |
| Ryan Jeffrey McCarty | Chemistry, School of Physical Sciences | Kieron Burke | | | |
| Rolando Ruiz-Vega | Developmental and Cell Biology, School of Biological Sciences | Arthur Lander | | | |
| SA Smythe | Anthropology, School of Social Sciences | Lilith Mahmud | | | |
| UCI Chancellor's ADVANCE Postdoctoral Fellows & Faculty Mentors | | | | | |
| Fellow | Department and School | Faculty Mentor | | | |
| Daniel Akwaboah | Chemistry, School of Physical Sciences | Vy M. Dong | | | |
| Anna Boncompagni | Philosophy, School of Humanities | Annalisa Coliva | | | |
| | | Alliansa Conva | | | |
| Bonnie Cuthbert | Molecular Biology and Biochemistry | Celia Goulding | | | |
| Bonnie Cuthbert Christian Guerrero- Juarez | Molecular Biology and Biochemistry Mathematics, School of Physical Sciences, and Developmental and Cell Biology, School of Biological Sciences | | | | |
| Christian Guerrero- | Mathematics, School of Physical Sciences, and Developmental and | Celia Goulding | | | |
| Christian Guerrero- Juarez Stefan Vogler | Mathematics, School of Physical Sciences, and Developmental and Cell Biology, School of Biological Sciences | Celia Goulding Qing Nie Valerie Jenness | | | |
| Christian Guerrero- Juarez Stefan Vogler | Mathematics, School of Physical Sciences, and Developmental and Cell Biology, School of Biological Sciences Criminology, Law, and Society, School of Social Ecology | Celia Goulding Qing Nie Valerie Jenness | | | |



Logic Model for Change in STEM Faculty Retention

Outputs Activities Inputs

Implement Career Concierge model to situate mentoring to meet customized needs of junior ladder-rank faculty while supporting unit-wide engagement for professional development.

UCI Faculty Mentor

UCI Graduate

Students

OIE Team

Advisors

 UCOP Advancing Faculty Diversity

Partners

UCI resources

Resources

Deans, Chairs, Equity

Develop and implement Faculty Career Team Awards program: to prepare junior ladder-rank faculty for mid-career appraisals through a system of networked, mutual

advising and expertise.

Launch Career Travel Awards: to strengthen professional networking and mentoring partner bonding and visibility at key professional meetings.

Promote data-driven decision
 making to support student
 professional development and
 faculty equity, inclusion and
 retention: Review and action
 items related to institutional data
 and Inclusive Excellence School

- Visible leadership support of bias-free promotion and rewards and salary equity practices through engagement of Equity Advisors.
- Increased departmental professional development opportunities completed for junior ladder-rank faculty.
- Increased junior faculty knowledge about tenure and promotion processes, grant opportunities, and scholarly publication practices.
- Increases in the structural diversity of STEM faculty retained through 2018-19 and beyond.
- Achievement of stated productivity goals from Faculty Career Teams among targeted STEM scholars (Year 1).

Impacts

- Academic culture of bias-free faculty retention and salary equity practices in regular use
- Increases in all faculty professional networks.
- Decreases and/or elimination of gaps in faculty promotion and tenure by gender and by race/ethnicity.
- Increases in the research productivity among STEM new hires and all UCI new hires (Years 3-5).
- Increases in research productivity among targeted hires and broader retention (Years 3-5).
- Campus-wide adoption of Career Concierge approaches to faculty professional development (Years 3-8).